

Commission on Peace Officer Standards and Training
Commission Meeting

A G E N D A

October 23-24, 1975
Sacramento Inn, Comstock Room
Sacramento, California

October 23: 10 a. m. to 5 p. m.

October 24: 9 a. m. to Noon

A. Public Hearing

Proposed amendment of Regulation Sections 1002 (a)(6);
(a)(8); (b); and 1005 (a)(1)

After all testimony is taken, the hearing will adjourn.
Commission will reconvene to act on the proposed
amendments.

Action

CALL TO ORDER and Introduction of Guests

B. Approval of minutes of July 31-August 1 Commission Meeting
and special budget meeting September 4, 1975

Action

C. Appeals: Revocation of Certificates

1. David Olson
2. John Pederson

D. Financial Report

E. Budget Report

F. Certification of Courses (Financial Impact)

Action

G. Standards & Training Operation Plan

Action

H. Advisory Committee Report

1. Mission, Goals and Objectives Study
2. Administrative Counseling Study
3. Advisory Committee Recommendations
Regarding Membership Requirements

Status Report
Status Report

Action

I. Legislative Report

J. Technical Services Division Special Reports

Status Report

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| K. | Resolution | Action |
| | Resolution dedicating the California Crime Prevention
Institutes in the memory of John V. Fabbri | |
| L. | Old/New Business | |
| M. | Election of Officers for 1976 | Action |
| N. | 1976 Commission Meeting Calendar | Action |
| O. | Future Commission Meetings | |
| | 1. Special Meeting November 20, Los Angeles | |
| | 2. Next Regular Quarterly Meeting January 22-23, 1976,
Southern California | |
| P. | Adjournment | |

Phypps

State of California
Department of Justice

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

MINUTES

October 23-24, 1975
Sacramento Inn
Sacramento, California

The meeting was called to order at 10 a.m. by Chairman Barrett. A quorum was present.

Commissioners Present:

Wesley R. Barrett	- Chairman
Loren W. Enoch	- Commissioner
William J. Anthony	- Commissioner
Jack G. Collins	- Commissioner
Edwin R. McCauley	- Commissioner
Donald F. McIntyre	- Commissioner
Jay R. Stroh	- Commissioner
Herbert E. Ellingwood	- Representative of Attorney General

Absent:

Floyd O. Barton (Excused)
Robert F. Grogan (Excused)

Advisory Committee Representative:

Jerome E. Lance	- California Association of Police Training Officers
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Staff Present:

Gene S. Muehleisen	- Executive Director
Glen E. Fine	- Assistant to the Executive Director
Jackson W. Beecham	- Consultant, Standards and Training
John B. Davidson	- Special Assistant to the Executive Director
Lloyd L. DeVore	- Consultant, Standards and Training
Michael S. Freeman	- Consultant, Technical Services
Bradley W. Koch	- Director, Technical Services
Otto H. Saltenberger	- Director, Administrative Counseling
Edward M. Toothman	- Director, Administration
Gerald E. Townsend	- Director, Standards and Training
Imogene Kauffman	- Recording Secretary

Visitors:

Hal Becker	- California State University, Long Beach
Lt. Donald Chaney	- Orange County Sheriff's Department
Sgt. Phil Crawford	- San Jose City College
Robert Cress	- Stockton Police Department, PORAC
Bob DeChance	- San Joaquin County Sheriff's Department
Dale Fargo	- Captain, California Highway Patrol Academy
Bob Ferry	- Sacramento District Attorney's Office
Louis O. Guiffrida	- Director, California Specialized Training Institute
Robert Gray	- Department of Finance
Joel Greenfield	- NCCJTES, CAAJE
Karen Hawkins	- California State University, Sacramento
Dennis Hendrickson	- University of California Police, Berkeley
Gary Kuwabara	- Department of Justice, Fiscal Office
Frank Walsh	- Department of Justice, Fiscal Office
Ed MacKay	- Deputy Chief, San Jose Police Department
Zane Mannering	- Sacramento County Sheriff's Office
Gerald Martin	- California Specialized Training Institute
Michael Michell	- University of California Police, Berkeley
Larry Moore	- Administrative Analyst, Richmond Police Department
Clyde Temple	- Commander, San Joaquin Sheriff's Department
Lt. Lawrence Nash	- Sacramento County Sheriff's Department
Mike O'Kane	- Sacramento Police Department
Lt. Jim Polk	- Berkeley Police Department
Jerry Saulter	- Sacramento County Sheriff's Department
Cynthia Schwartz	- Law Enforcement Training and Research Assoc.
John Silk	- Law Enforcement Training and Research Assoc.
Jeff Schwartz	- Law Enforcement Training and Research Assoc.

Staff Training:

Lessie Montgomery	- Secretary, Administrative Counseling Division
Winnie Yates	- Secretary, Executive Office
Don Meyers	- Consultant, Technical Services Division
Ted Morton	- Consultant, Administrative Counseling Division

Public Hearing on Proposed Regulation Changes

In accordance with the Administrative Code procedure, the Chairman opened the hearing, the Executive Director presented all exhibits of compliance, and the following action was taken:

Section 1002 (a)(6) - Minimum Standards for Employment

MOTION by Commissioner McCauley, seconded by Ellingwood, carried unanimously to adopt the underlined amendment to this

section, as follows:

Be interviewed personally prior to employment by the department head or his representative(s), to determine his suitability for the police service including such things as the recruit's appearance, personality, maturity, temperament, background and ability to communicate. This regulation may be satisfied by a member of the law enforcement agency participating as a member of the oral interview panel.

Section 1002 (a)(8) - Minimum Standards for Employment

In recommending the addition of this regulation, the Commission noted the fact that recent studies revealed that 19% of academy failures were due to deficiencies in reading and writing skills and 6% of probationary failures were also due to such deficiencies. However, because writing skills tests have not been validated, it was concluded that only a reading skills requirement be addressed at this time, and the following motion was made:

MOTION by Commission Stroh, seconded by McIntyre, motion carried for adoption of the staff recommendation to add paragraph (8) as amended by Commissioner Ellingwood, as follows:

Be able to read at the level necessary to perform the job of a peace officer as determined by passing a "professionally developed" examination designed to test this skill. A professionally developed examination shall be job related as required in Title VII of the Civil Rights Act of 1964 as amended and defined in Equal Employment Opportunity Commission guidelines. This regulation shall become effective on January 1, 1977.

(Ayes: Collins, Ellingwood, McCauley and Anthony
Noes: Enoch, Stroh and McIntyre)

MOTION by Commissioner Stroh, seconded by Collins, carried unanimously that the field be advised that writing skills testing will be proposed as a requirement in the future as soon as adequate tests have been developed and validated.

Section 1002 (b) - Minimum Standards for Employment

MOTION by Commissioner Ellingwood, seconded by McIntyre, carried unanimously to amend this regulation as follows:

It is emphasized that these are minimum entrance requirements and do not preclude law enforcement agencies from hiring the best qualified individual for the job.

Section 1005 (a)(1) - Minimum Standards for Training

A revision was recommended in order to be in compliance with the change in the law under Section 832.3 of the Penal Code which indicates that in order to be a peace officer, the trainee must complete a course of training approved by POST before exercising the powers of a peace officer, except while participating as a trainee in a supervised field training program approved by POST.

MOTION by Commissioner McIntyre, seconded by Stroh, carried unanimously for adoption of the following amendment to this section:

Each and every trainee ~~must satisfactorily complete the certified Basic Course within 12 months from the date of his appointment as a regularly employed officer~~ employed by a county sheriff's department, city police department or district authorized by statute to maintain a police department shall meet the requirements of Section 832.3 P.C.

There being no further proposals, the hearing was closed by the Chairman. The regular quarterly meeting of the Commission was then called to order, and the Chairman proceeded with the agenda.

Approval of Minutes of July 31-August 1 Commission Meeting and Special Budget Meeting September 4, 1975

MOTION by Commissioner McCauley, seconded by Ellingwood, carried unanimously for approval of the minutes as mailed.

Appeals - Revocation of Certificates

Mr. Townsend, Mr. DeVore and Deputy Attorney General William Power participated in the revocation of certificates appeal discussion.

David Olson: Employed by the Contra Costa Sheriff's Department, was involved in a series of thefts in 1974. On April 17, 1975, he pleaded guilty to Section 32 P.C. (accessory to a crime), a felony, in Superior Court. He was given one year probation. Mr. Olson had requested to appeal the cancellation of the Basic Certificate because he entered a plea of guilty to Section 32 with the understanding the charge would be reduced to a misdemeanor.

Mr. Olson was notified that his appeal had been placed on the agenda. He did not appear. The following action was taken:

MOTION by Commissioner Enoch, seconded by Ellingwood, carried unanimously that the Basic Certificate of David A. Olson be revoked in accordance with Commission Regulation Section 1011 (b)(4), the holder has been convicted of a felony.

John Pedersen: Mr. Pedersen was dismissed from the Contra Costa Sheriff's Department for petty theft. He appealed, and the dismissal was upheld by the hearing officer of the Civil Service Commission and the Superior Court of Contra Costa County. Correspondence to Mr. Pedersen, stating his right to appeal why his Basic Certificate should not be revoked, was returned "unable to locate." Upon the advice of Deputy Attorney William Power, legal representative for POST, the following action was taken:

MOTION by Commissioner Ellingwood, seconded by McIntyre, carried unanimously that the appeal of the revocation of the Basic Certificate issued to John Pedersen on December 30, 1970, be continued to a future meeting.

Financial Report

Mr. Toothman reported on the financial activities for the first quarter of 1975/76 Fiscal Year. Detailed summary charts are on file at POST headquarters which show:

Reimbursements made for each category of training
Number of trainees
Cost per trainee
Man hours of training
Number of training courses presented.

Revenue

Revenue for the first quarter of the fiscal year was as follows:

Traffic fine assessments	\$1,522,371 (73%)
Criminal fine assessments	<u>561,962 (27%)</u>
Total first quarter revenue	\$2,084,333

Mr. Toothman stated revenue for the first quarter was down more than 22% compared to \$2,679,841 for the first quarter of 1974-75.

Reimbursements

Reimbursement for training given in first quarter of 1976-76 F. Y.	\$ 508,301.87
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Reimbursement paid from current funds for training given in 1974-75 F. Y.	986,218.03
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Reimbursement paid from current funds for training given in 1973-74 F. Y.	<u>7,850.33</u>
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Total First Quarter Reimbursement	\$ 1,502,370.23
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Revenue and Expenditures for the First Quarter, 1975-76 F. Y.

Reserve as of July 1, 1975	\$ 3,337,486.86
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Revenue first quarter	<u>2,084,333.41</u>
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Total	\$ 5,421,820.27
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Administrative Costs	\$ 478,720.38
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Aid to Local Government

Reimbursements	1,502,370.23
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Contracts	<u>415,536.62</u>
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Total expenses - first quarter	<u>\$ 2,396,627.23</u>
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Total Reserve	\$ 3,025,193.04
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Deduct overpayment made by Los Angeles County to POTF*	<u>410,480.84</u>
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Reserve as of October 1, 1975	<u>\$ 2,614,712.20</u>
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*Los Angeles County made an overpayment of \$410,480.84 to the Peace Officer Training Fund. The error was noted and the amount has been deducted for the 1975-76 Fiscal Year revenue.

Reimbursement by Category of Expenditure

Mr. Toothman reported that of the four categories of expenditures, i. e., subsistence, travel, tuition and salary, approximately \$1,074,394 (70%) was reimbursed for trainees' salaries. The second highest expenditure, \$267,320 (19%) was for subsistence; \$68,088 (4%) for travel; \$121,437 (8%) for tuition. The percent of cost distribution parallels the 1974-75 experience.

Progress Report - POST Budget 1976-77 Fiscal Year

Mr. Toothman reported that following the Commission approval of the POST Budget at its meeting September 4, 1975, a meeting was held on September 10 with Bob Gray, Principal Program Budget Analyst, and his staff of the Department of Finance, to review the POST Budget. As a result, Finance made the following recommendations on the six Budget Change Proposals (BCP) submitted. The recommendations made by the Department of Finance are forwarded to the Governor's Cabinet for evaluation and decision before being printed in the Governor's Budget for the 1976-77 Budget Year.

BCP No. 1 \$ 67,002 requested

Two consultants and one support position for Standards and Training Division to maintain workload requirements, restore level of service to minimum acceptable level, insure compliance with statutory requirements and reduce level of local governmental complaints of non-responsiveness.

Department of Finance did not approve.

BCP No. 2 \$ 36,532 requested

One consultant and one support position for Technical Services to create a publications management unit. The unit would develop and maintain POST directives, procedures and manuals for the efficient operation of the POST internal and field programs.

Department of Finance did not approve.

BCP No. 3	\$ 17,476 requested
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One staff analyst position to organize and consolidate the work of gathering and analyzing data useful to POST.

Department of Finance did not approve.

BCP No. 4 \$ 16,060 requested

To increase allocations from base line of \$13,865 to \$29,925 for cost of printing publications which would permit POST to expand program of publishing research documents, manuals, project reports, studies and training material.

Department of Finance did not approve.

BCP No. 5

\$ 11,366

To increase allocation from base line of \$3,040 to \$14,406 for the training of POST personnel.

Department of Finance did not approve.

BCP No. 6

\$ 6,120

An increase of allocation to satisfy required pro rata expense (State-wide Allocation Plan) and the Department of Justice Plan of Financial Adjustment, both of which have increased substantially.

General Administration pro rata costs for Central Services were \$64,387 in 1974-75 and Department of Justice pro rata charges for services to POST were \$32,628 for a total of \$97,015. Fiscal management calculated POST's pro rata charge of Central Services costs at \$115,483 for 1975-76 and the Department of Justice estimates a 15% increase to \$37,522, for a total of \$153,005. The net current year increase totals \$55,990.

POST requested an additional \$6,120 for 1976-77 or a 4% increase to \$159,125. It is suggested that Salary and Operating Expense costs increases will increase total costs by at least 10% to \$168,305.

Department of Finance approved 1975-76
deficiency allocation of \$ 55,990

Department of Finance approved increase in
1976-77 allotment of \$ 71,290

Commissioner Enoch posed the following question to Mr. Gray, Department of Finance: "If the Department of Finance policy position on budget is reflected by denial of requests made by POST, why has the cost of service departments that support POST gone up 50% and have been approved? Does the same policy apply to the service organizations?"

Mr. Gray responded that the Department of Finance hadn't made any final recommendation on the budget at this time. His staff makes recommendations based on requests that can be substantiated with workload data. The budget change proposals were recommended against as additional data was needed. The pro rata was reviewed, and the increase was based on workload for those departments -- it is not an increased level of services. Additional recommendations have been prepared on the BCP's to go with the information that has since been received, but this information has not been reviewed as yet.

Commissioner McCauley stated he wished to express a concern to Mr. Gray. He would like to go on record as being desirous of "beefing up" the staff of the Standards and Training Division as he continues to be deeply concerned that there is inadequate staff to follow up on the courses and the programs staff has been directed to handle.

Mr. Townsend stated Standards and Training Division had been working with the Department of Finance to define the requested workload indicators.

Certification of Courses

The Course Certification Committee had not met to review the staff recommendations on course certifications items in advance. Action was taken by course categories, as shown on the course agenda, as follows:

MOTION by Commissioner Collins, seconded by Stroh, carried unanimously for decertification of course agenda items number 1 through 37, as follows:

<u>Decertification</u>	<u>Course Category or Title</u>
1. Pasadena City College	Basic Course
2. Alhambra Police Department	Advanced Officer Course
3. Cabrillo College	Advanced Officer Course
4. Chaffey College	Advanced Officer Course
5. College of the Desert	Advanced Officer Course
6. Hartnell College	Advanced Officer Course
7. Moorpark College	Advanced Officer Course
8. Mount San Antonio College	Advanced Officer Course
9. Solano College	Advanced Officer Course
10. Cuesta College	Supervisory Course
11. College of the Desert	Supervisory Course
12. Fullerton College	Supervisory Course
13. Imperial Valley College	Supervisory Course
14. San Diego Miramar College	Supervisory Course
15. Santa Barbara City College	Supervisory Course
16. Solano College	Supervisory Course
17. State Specialized Law Enforcement Regional Academy (State Police)	Supervisory Course
18. University of Southern California	Middle Management Course
19. UC - Santa Cruz	Middle Management Seminar
20. University of Southern California	Middle Management Seminar, "Improving Productivity in Police Service"
21. CSU - Long Beach	Technical Course, "Grantsmanship"
22. Rio Hondo College	Technical Course, "Basic Vehicle Theft Investigation"
23. San Diego Miramar College	Technical Course, "B. V. T. I."
24. Golden West College	Technical Course, "Crime Scene Invstg."
25. Rio Hondo College	Technical Course, "Criminal Invstg."
26. Rio Hondo College	Technical Course, "Juvenile Officers Course"
27. Pacific Oaks College	Technical Course, "Police School Resource Officer"
28. Southwestern College	Technical Course, "Spanish for P.O.'s"

29. CSU - Los Angeles	Technical Course, "Drug Control"
30. Los Angeles Sheriff's Office	Technical Course, "Training & Education Officer Development Program"
31. FBI, Los Angeles	Technical Courses: Bombing Matters
Sacramento	Com. - Police Relations
San Diego	Evidence Workshop
San Francisco	Law of Search & Seizure
	Report Writing
32. California Youth Authority	P.C. 832, Arrest and Firearms
33. Los Angeles Harbor College	P.C. 832, Arrest and Firearms
34. Mount San Antonio College	P.C. 832, Arrest and Firearms
35. Mount San Jacinto College	P.C. 832, Arrest and Firearms
36. San Diego Miramar College	P.C. 832, Arrest and Firearms
37. Ventura Sheriff's Office	P.C. 832, Arrest and Firearms

MOTION by Commissioner McIntyre, seconded by Enoch, carried unanimously for approval of modifications of course agenda items number 38 through 52, as follows:

<u>Certification Modifications</u>	<u>Title</u>	<u>Plan</u>	<u>Hrs.</u>	<u>Comments</u>
38. Chaffey College	Supervisory Course	II	80	Reduce from two quarter 88-hr. format to two week 80 hr. intensive format, effective 1/31/76
39. Golden Gate University	Training Managers Course	III	80	Tuition to \$370 from \$325, Southern California only
40. Golden West College	Advanced Officer Course	II	24-40	Allow variable 24 or 40-hr. intensive format
41. Grossmont College	Supervisory Course	II	80	Reduce from 2-semester 180-hr. format to 80-hr. intensive
42. Imperial Valley College	Advanced Officer Course	II	20	From 3 hrs/wk for 7 wks to 4 hrs/wk for 5 wks
43. Los Angeles Sheriff's Office	Technical Course: "Basic Narcotics Investigation"	IV	40	From 80 hrs. to 40 hrs.
44. Los Angeles Police Department	Technical Course: "Field Training Officer"	IV	24	From 40 hrs. to 24 hrs.
45. Napa College	Technical Course: "Advanced Narcotics and Drugs"	IV	104	From 3 hr/wk, 3 quarter format to 8 hr/day, 13-day intensive format
46. Napa College	Technical Course: "Auto Theft Investigation"	IV	72	Eliminate extensive format

<u>Certification Modifications</u>	<u>Title</u>	<u>Plan</u>	<u>Hrs.</u>	<u>Comments</u>
47. Napa College	Technical Course: "Community- Police Relations	IV	48	From extended to intensive format
48. Napa College	Technical Course: "Techniques of Scientific Inves- tigation"	IV	104	From extended to intensive format
49. Napa College	Supervisory Course	II	80	From extended to intensive format
50. San Bernardino Sheriff's Office	Supervisory Course	II	90	From extended to intensive format
51. San Joaquin Delta College	Advanced Officer Course	II	40	From extended to intensive format
52. State Specialized Law Enforcement Regional Academy	Basic Specialized Enforcement Course	II	400	Reimbursement under Plan II

MOTION by Commissioner Anthony, seconded by McIntyre, carried unanimously for approval of the staff recommendation for certification of course agenda items number 53 through 57, as follows:

<u>Certification Requests</u>	<u>Title</u>	<u>Plan</u>	<u>Hrs.</u>	<u>Comments</u>
53. Allan Hancock College	Technical Course: "Field Training Officer's Course"	IV	40	Semi-intensive format 20 students maximum
54. Cal-Poly, Pomona	Behavioral Objec- tive Course	IV	24	Tuition: 1st presenta- tion, \$100; next 15 presentations, \$83; \$100 for 2 presenta- tions in Northern California
55. California Specialized Training Institute	P. C. 832, Arrest and Firearms		40	Enrollment limited to military personnel
56. Oakland Police Depart- ment	Middle Management	I	100	Tuition \$260
57. Specified Training Institutions	Supervisory and Middle Management Courses			Automatic Certifica- tion Review

MOTION by Commissioner Collins, seconded by McCauley, motion defeated for disapproval of staff recommendation to certify agenda item number 58. (Noes: Anthony, Enoch, Ellingwood, McIntyre and Stroh)

MOTION by Commissioner Stroh, seconded by Anthony, motion carried (Noes: Collins and McCauley) for approval of staff recommendation to certify agenda item number 58 as follows:

58. University of Southern California	City Manager - Police Chief Seminar	Contract 24 hours
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Law Enforcement Training and Research Association Corporation Request

An advance mail package, prepared by the Law Enforcement Training and Research Association Corporation (LETRA), documenting correspondence and memos covering problems encountered over a period of two years between POST staff and the Corporation, was discussed with the Commission. Oral testimony in support of the two certification requests was presented by Dr. Jeffrey Schwartz, President of the Corporation; John Silk, corporate member; Ed MacKay, Deputy Chief of San Jose Police Department; and Phil Crawford, Course Coordinator at San Jose City College. The correspondence package and a complete record of their testimony is on file at POST headquarters. Mr. Townsend stated that the quality of the courses was excellent; however, administrative problems had been extensive, and the courses did not fit within the perimeters of the guidelines as priority courses.

Following discussion, the following action was taken:

MOTION by Commissioner McCauley, seconded by McIntyre, carried unanimously for approval of the staff recommendation to deny certification of agenda items number 59 and 60, as follows:

59. LETRA	Technical Course: "Juvenile Crisis Intervention"
60. LETRA	Technical Course: "Family Crisis Intervention"

Police Considerations

Contract ACR 217-218: Develop courses for operational and management personnel, including at least five regional conferences with police and local women's groups, for input for curricula development relative to rape training and investigative units.

MOTION by Commissioner Ellingwood, seconded by Stroh, carried unanimously for approval of the staff recommendation to authorize usage of 1975-76 funds, in an amount not to exceed \$18,000, for the purpose of negotiating a contract with Management Services Company to fulfill the conditions of ARC 217-218.

CVC 40600 - Accident Investigation Training:

MOTION by Commissioner McIntyre, seconded by Ellingwood, carried unanimously for approval of the following staff recommendations:

- That the course entitled Traffic Accident Investigation, which was certified to the California Highway Patrol on August 1, 1975, be formally approved to comply with the requirements of CVC 40600 (requires 40 hours of training in accident investigation to enable an officer to write a notice of violation for nonviewed nonfelony traffic offense).
- That any training in a certified Basic Course of 40 hours or more and meeting the training objectives stated in the CHP course be approved to comply with the requirements of CVC 40600.
- That any combination of training received prior to January 1, 1976, at institutions with certified courses or at accredited colleges, which totals 40 hours or more and which in the judgment of the chief law enforcement agency administrator, meets the course training objectives be deemed to satisfy the requirements of CVC 40600.

Penal Code 832.3 (Field Training Program)

P.C. 832.3 became effective January 1, 1975. The Commission approved the POST Basic Course as the minimum training standard to meet this requirement and provided for a 90-day period to enroll an officer in the course if the agency had a POST-approved Field Training Program. On October 31, 1974, the Commission indicated the 90-day period would be considered approximately one year later to determine if it should be continued or eliminated.

After discussion, the following action was taken:

MOTION by Commissioner McIntyre, seconded by Stroh, carried unanimously for approval of staff recommendation to continue the P.C. 832.3 program in its present form until January 1977 when it should again be reviewed.

Level of Support for the California Specialized Training Institute (CSTI)

Mr. Townsend reported that the CSTI was certified in December 1970. Funding for the Institute has been from a combination of sources. The Department of Finance suggested that additional levels of support from the Peace Officer Training Fund would be appropriate for continuation of peace officer related presentations.

CSTI Director Giuffrida spoke on behalf of the staff recommendation and following a discussion of what level of financial support is appropriate for CSTI, the following action was taken:

MOTION by Commissioner Ellingwood, seconded by Anthony, motion carried (no - Enoch), for approval of the following recommendation:

For purposes of assisting CSTI in the planning process for 1976/77 funding, an expenditure be approved of approximately \$350,000 from the POTF via interagency agreement for the provision of not less than 40 instructional weeks in courses based on needs as determined by the Commission and CSTI. At the January 1976 Commission meeting, there will be presented a request for formal approval of exact dollar amounts, number and types of courses.

Standards and Training Operation Plan

Mr. Townsend and Mr. Beecham reported that, in accordance with the direction given at the July 31 - August 1 Commission meeting, the staff had proceeded with the development of a master training plan to emphasize training needs assessment and specific job training requirements. Approval by the Commission of the concept and scope of the research was requested.

MOTION by Commissioner Stroh, seconded by McIntyre, carried unanimously for approval of the staff report and that staff be authorized to proceed as designated in the Standards and Training Operation Plan research design report.

A progress report will be made at the January 1976 Commission Meeting which will include a timetable for the projected completion of the Operation Plan.

Advisory Committee Report

Chairman Lance recapped the progress to date of the study being conducted by the Advisory Committee of the Administrative Counseling Division as directed by the Commission in January 1975 and reviewed the recommendations set forth in the minutes of the last meeting of the full Advisory Committee on June 18, 1975, as follows:

1. In principle, the Advisory Committee agrees on the Administrative Counseling issue; it is a necessary service at the state level and POST is the agency to present it. The Committee's concern is how responsive the service can be delivered and the quality of the service.

2. The Committee recommends a moratorium be placed on the Administrative Counseling service. The purpose of a moratorium being to reflect the feelings of the Committee that the backlog of work should be taken care of before any additions are made to the waiting list, and to give the Committee members a chance to go to the field to talk to the sheriffs and chiefs regarding the service.
3. The Advisory Committee requests to continue to study the program for possible alternatives to deliver the services and to try to assist with the Commission report to be submitted to the Legislative Budget Committee by December 15.
4. Staff is requested to prepare alternative approaches for funding administrative counseling services and prepare a study setting forth how many of the requests could be responded to within 30 days after the request was received. Timeliness of response was the issue members were almost concerned about. Major general studies that could not be responded to within 30 days would have to be reviewed and approved individually by the Commission.
5. The Committee requests more time to continue their study and present the final report by January 1976. In addition, the Committee is continuing to look at the other functions in the Missions and Goals Study that relate to the Standards and Training Division, Technical Services and Administration Division. This includes various alternatives for reimbursement and other possible means of utilizing the POTF.

Chairman Barrett inquired if the Advisory Committee would have their final report ready by November 20 for the special Commission meeting for final review of recommendations for the report to the Legislative Budget Committee, due December 15. Mr. Lance stated the Advisory Committee needs more staff input before they can make final recommendations.

There was Commission consensus that adequate study and material had been presented for the Commission to continue with the scheduled meeting on November 20 to finalize the report on the Administrative Counseling Division to be presented to the Legislative Budget Committee on December 15, 1975.

Further, the final report from the Advisory Committee will be completed and presented to the Commission at which time the Advisory Committee recommendations regarding membership requirements will be acted upon.

Legislative Report

Mr. Davidson gave a report on the following legislation affecting law enforcement:

AB 251

Law Enforcement Total Service Project

(vetoed)

- AB 633 Discrimination in Employment
Could permit homosexuals to become police officers.
(Failed passage on the Assembly floor.)
- AB 960 Criminal Justice and Delinquency Prevention (signed)
Chapter 1230 Deletes POST representation from California Council on
Criminal Justice.
- AB 1127 Peace Officers: Specific Assignments
Prescribes specific qualifications and training requirements
for reserves

Failed passage out of Senate Judiciary Committee; will be
reheard in January before Senate Committee on Public Employees
and Retirement.

Recommendation: Support if amended to provide for seasonal
reserve needs.
- AB 1334 Vehicle Offenses: Accident Investigation (signed)
Chapter 525 Reduced to 40 hours the 80-hour training requirement imposed
by V. C. 40600. (Required by officers in order to issue a citation
at the scene of an accident to which they were not witness.)
- SB 21 Correctional Personnel
Would establish a Commission on Correctional Standards.
(Died in Assembly Ways and Means Committee.)
- SB 189 Vehicle Offenses: Mailed Bail Deposits

Proposes a system of posting bail by mail and would repeal the
system of penalty assessments. Would instead establish a de-
duction from the fines imposed and makes changes in minimum
and maximum penalties.

If bail schedules increase the fines by 20%, no monetary impact
will occur with the POTF. If the penalty assessment is repealed
with no increase in fines, it would reduce traffic revenues to the
POTF by 20%.
(Senate will bring up for floor vote in January.)

Recommendation: Commission take a neutral position.
- SB 461 Peace Officers

Would provide for licensing of peace officers and create a Peace
Officer Hearing Board within the Commission. Being amended.

(Two-year bill, in Senate Judiciary Committee. Set for hearing in January.)

Recommendation: Withhold recommendation until amendments are studied.

SB 881

Peace Officer Training: Reimbursement (vetoed)

Included peace officer members of Bay Area Rapid Transit District in the POST reimbursement program.

SB 1021

Chapter 1172

Peace Officers: Training

Requires the Commission to adopt minimum standards for training specified peace officers designated as peace officers. Adds Section 13510.5 to the Penal Code.

It was reported that staff is to consult with the author, proponents, enumerated agencies and the Department of Finance to determine a course of action to fulfill this legislation. A course of action will be presented for adoption at a future Commission meeting. The Chairman directed staff to proceed with the plan of action.

Technical Services Division Special Reports - Validation Projects

Mr. Koch reported on the two validation projects, the Medical Examination and the Background Investigation requirements, which were authorized for development at the July 31, 1975, Commission meeting, as follows:

- Deputy Attorney General Anthony DaVigo has been assigned as the Attorney General liaison representative. Consultant Mike Freeman was selected to coordinate both projects. Dr. John Kohls, a research psychologist, was selected to participate because of his background and experience in the area of test validation and personnel work.
- The preliminary design for the medical examination project was completed and a comprehensive PERT chart developed to schedule work activity.
- The project staff has met with medical examiners from Sacramento, Los Angeles, Concord and the County of Los Angeles to ascertain the process for the medical examination of police officer candidates. The decision-making process to be utilized is being developed.
- The products of the medical examination project include:

A medical decision-making handbook
Identification of job-related medical standards

The medical decision-making guide and report
Applicant medical statement form
Development of seminar training materials.

- Interest groups are being contacted to ascertain their objections and obtain input on the background investigation process.

Mr. Koch stated that both projects are progressing satisfactorily and are meeting the anticipated due dates for activities as outlined in the PERT charts.

Resolution Dedicating the California Crime Prevention Institute in the Memory of John Fabbri

Mr. Koch stated that it was felt to be appropriate and fitting that future POST Crime Prevention institutes be dedicated in the memory of the late John V. Fabbri. Chief Fabbri was a long-time advocate of crime prevention programs. He was a pioneer in the fields of commercial security and environmental planning for crime prevention; and he was an advisor to many federal, state and private agencies in crime prevention matters. Chief Fabbri served on the Commission from 1966 to 1974 and was Chairman in 1972. He also served as Chairman of the POST Crime Prevention Advisory Committee in 1974/75.

MOTION by Commissioner McCauley, seconded by Collins, carried unanimously that the Commission approve the resolution dedicating the California Crime Prevention Institutes in the memory of John Fabbri and have it presented to the widow of John Fabbri at an appropriate occasion. Further, that a photograph of Chief Fabbri and a copy of the resolution be hung at the site of each Crime Prevention Training Institute.

The Executive Director, Gene S. Muehleisen, to Retire

The Executive Director read to the Commission a letter of notification of retirement, effective June 30, 1976, Attachment 'A'.

A MOTION was unanimously passed that the letter of retirement be accepted with regret and high commendation from the entire Commission. Included in the motion of retirement acceptance was that upon his retirement the honorary title of Executive Director Emeritus be bestowed upon Mr. Muehleisen.

San Joaquin County Sheriff's Department

Commissioner Anthony stated he had received extensive communication from San Joaquin County Sheriff's Department regarding the recent Controller's reimbursement audit of that department. It was felt that because of the concern regarding the misinformation on the facts of the audit, each Commissioner should receive the report of the findings and issues covered.

It was so ordered by the Chairman.

San Joaquin County Sheriff's Department - continued

It was reported that Sheriff Mike Canlis had recently suffered a coronary, and the following action was taken:

MOTION by Commissioner Anthony, seconded by Stroh, carried unanimously that the Commission direct the Executive Director to send an expression of concern for the health of Sheriff Canlis and to extend him the wishes of the Commission for a speedy recovery.

Problem Solving Seminar of the Training Committees

The Executive Director stated that at the CPOA All-Committee Conference several critical training problems had been identified. Inasmuch as the Commission has given staff the responsibility of organizing problem solving seminars, such a seminar was planned for November 17, 18 and 19 in the Bay Area. The seminar will include representatives of the CPOA Training Committee, Sheriffs' Association, CAAJE, CAPTO and PORAC, as well as the Training Division of CHP.

Some items identified for discussion included:

- POST problems with ADA funding in community colleges.
- Problems of reserve officer training.
- Implementation of the police role training program, working with academies and regional systems.
- Standards and Training Operational Plan -- what it is and what it hopes to achieve.
- The makeup of the POST Advisory Committee and its functions v. a single committee aimed entirely at training.

It was requested that as soon as the roster of attendees of the Problem Solving Seminar is firm, a copy be forwarded to each Commissioner.

Election of Officers for 1976

Due to the many pending appointments to the Commission, Commissioner Enoch requested that consideration be given to holding elections at the time these appointments are made, and the following action was taken:

MOTION by Commissioner Anthony, seconded by McIntyre, carried unanimously to defer the election of officers to a future meeting. The officers shall remain status quo until that time.

1976 Commission Meeting Calendar

The proposed 1976 Commission meeting calendar was reviewed. Several meeting dates were requested to be checked prior to final approval. The revised proposed 1976 calendar will be presented at the next Commission meeting.

Future Commission Meetings

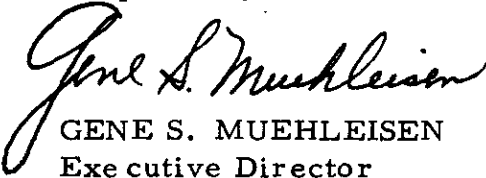
It was confirmed that there is to be a special Commission meeting November 20 at the Los Angeles International Airport for final decision on recommendations on the operation of the Administrative Counseling program. The decisions reached as a result of the studies of Administrative Counseling services by the Advisory Committee and the Administrative Counseling Committee will be discussed.

The next regular quarterly meeting of the Commission is scheduled for January 22-23, 1976, in Southern California; the exact location will be announced by Chairman Barrett at a later date.

Adjournment

There being no further business, the meeting was adjourned at 10 a.m. Chairman Barrett then called an Executive Session for purposes of discussion of personnel issues.

Respectfully submitted,


GENE S. MUEHLEISEN
Executive Director

DEPARTMENT OF JUSTICE

EVELLE J. YOUNGER, Attorney General

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October 23, 1975

Wesley R. Barrett, Chairman
and POST Commission

Dear Wes and Members of the Commission:

It is with mixed emotions that I notify the Commission of my request to retire as Executive Director of the Commission on Peace Officer Standards and Training effective June 30, 1976.

Hopefully, the Commission will agree that this advance notice will permit sufficient time to select a new Executive Director as well as permit an orderly transfer of responsibilities of the Executive Office of POST to the new staff leadership. It will also allow for two regular quarterly meetings of the Commission as well as closing the 1975/76 Fiscal Year.

To insure a modest level of security to my family, June 30th is also an employment anniversary date which will influence survivor benefits.

In tendering this request, I wish to express my deep appreciation to all past and present Commissioners for granting me the privilege of serving as Executive Director. Since the inception of POST, the caliber of Commissioners has resulted in what is considered to be the most successful program of upgrading law enforcement in the Nation.

Wesley R. Barrett, Chairman
and POST Commission

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October 23, 1975

It has been a highly satisfying and exciting experience to work with the finest staff one could ever hope for. Together we have devoted our energies to the challenge of developing the police craft of California into an emerging highly skilled profession.

Should the Commission act favorably upon this request, it is my intention to finish these last few months of my POST career, as I have always endeavored to do, by continuing to work in close harmony with present and future Commissioners. I intend to do this with vigor, enthusiasm, and loyalty.



GENE S. MUEHLEISEN
Executive Director